

April 4, 2013

**President &
Meet and Confer
Chief Spokesperson**
Jason Brown

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Representative
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www.pcc-aces.org

Dear Members of the HLC Board of Trustees,

The Association of Classified Exempt Staff (ACES) is the official employee group representing the 350 exempt employees at Pima Community College. As their elected Officers, we provide their voice of concern regarding issues that impact College working conditions, compensation, and professional development and advancement.

In this regard, we must thank the Higher Learning Commission for taking the concerns voiced to them by the College's internal and external constituents seriously and sending a fact-finding team to our institution to investigate. We take seriously the team's report of January 2013 outlining specific areas of concern, and agree that the findings are significant enough for the Commission to require that corrective action be taken by the College.

The primary concern that we have is the effect that the adoption of the recommended sanction of Probation would have on the College's students, faculty and staff, none of whom are cited as contributing to the adverse findings outlined in the fact-finding team's report of January 2013. We recommend instead that the HLC Board of Trustees adopt the sanction of On Notice. This sanction would still require the College to correct the significant deficiencies identified in governance, oversight, and administrative operations and culture without casting a pall over the academic standing of our students and the professional credentials of our faculty and staff.

For our part, ACES is committed to doing all that we possibly can to enact the constructive changes necessary to correct the deficiencies identified in the report. Our goal is to emerge from this process as a stronger institution that continues to contribute to this community in a positive way while definitively satisfying all of the criteria for accreditation as required by the HLC.

Respectfully,

ACES Officers